

20140250  
AF2-C17

## COMMON CONSTRUCTION WAGE SCALE

Date: April 24, 2014

City: GOSHEN

County: ELKHART

State of Indiana

Project Description and Scope:

City of Goshen

1. Wage determination for projects awarded by the City of Goshen covered by the Indiana Common Construction Wage Act on or after April 24, 2014 for a period of not longer than 3 months, that date being July 23, 2014.

### Governing Definitions

The undersigned common construction wage committee has determined that for the above-cited project the following definitions of classifications shall be used when applying this wage scale to said project (Mark One):

- ( X ) The Indiana Department of Labor's *Guide to Building Trades Classifications with Descriptions*;  
 ( ) The United States Department of Labor's *Dictionary of Occupational Titles*; or  
 ( ) Other attached document.

A copy of the above marked document is attached to this document and labeled "Attachment A".

### Wage Rates

The wage rates under the column "Total" as set forth by the committee are the minimum wage rates to be paid and shall not prevent a contractor from paying a higher wage rate.

We the undersigned common construction wage committee, appointed pursuant to Indiana Code 5-16-7 et seq., do hereby fix and determine the following common construction wage scale to apply on the above referenced projects.

Classification	Class	Hourly Rate	Fringes	Total
Asbestos Abatement	Skilled	\$21.50	\$12.95	\$34.45
	Semiskilled	\$21.50	\$12.95	\$34.45
	Unskilled	\$14.25	\$2.70	\$16.95
Asbestos Workers	Skilled	\$31.40	\$15.34	\$46.74
	Semiskilled	\$25.12	\$15.34	\$40.46
	Unskilled	\$18.84	\$15.34	\$34.18
Boilermakers	Skilled	\$32.94	\$24.81	\$57.75
	Semiskilled	\$26.35	\$24.81	\$51.16
	Unskilled	\$19.76	\$24.81	\$44.57
Bricklayers/Stone & Marble Masons	Skilled	\$27.61	\$13.14	\$40.75
	Semiskilled	\$20.71	\$13.14	\$33.85
	Unskilled	\$13.81	\$13.14	\$26.95
Carpenters - Building Construction	Skilled	\$25.92	\$15.82	\$41.74
	Semiskilled	\$19.44	\$11.51	\$30.95
	Unskilled	\$14.26	\$11.36	\$25.62

Classification	Class	Hourly Rate	Fringes	Total
<b>Carpenters – Bridge, Roadwork &amp; Water Treatment</b>				
	Skilled	\$25.09	\$15.49	\$40.58
	Semiskilled	\$21.27	\$11.34	\$32.61
	Unskilled	\$13.76	\$11.18	\$24.94
<b>Carpet Layers/Floor Coverers</b>				
	Skilled	\$25.92	\$15.82	\$41.74
	Semiskilled	\$19.44	\$11.51	\$30.95
	Unskilled	\$14.26	\$11.36	\$25.62
<b>Cement Masons – Building Construction</b>				
	Skilled	\$25.64	\$12.28	\$37.92
	Semiskilled	\$20.51	\$12.03	\$32.54
	Unskilled	\$17.94	\$12.03	\$29.97
<b>Cement Masons – Bridge &amp; Roadwork</b>				
	Skilled	\$29.92	\$11.55	\$41.47
	Semiskilled	\$26.92	\$11.55	\$38.47
	Unskilled	\$17.65	\$11.55	\$29.20
<b>Drywall Finishers</b>				
	Skilled	\$26.32	\$12.18	\$38.50
	Semiskilled	\$19.74	\$10.91	\$30.65
	Unskilled	\$13.16	\$9.64	\$22.80
<b>Drywall Installers</b>				
	Skilled	\$25.92	\$15.82	\$41.74
	Semiskilled	\$19.44	\$11.51	\$30.95
	Unskilled	\$14.26	\$11.36	\$25.62
<b>Dynamite Men</b>				
	Skilled	\$21.53	\$12.48	\$34.01
	Semiskilled	N/A	N/A	-
	Unskilled	N/A	N/A	-
<b>Electricians</b>				
	Skilled	\$30.49	\$18.73	\$49.22
	Semiskilled	\$19.82	\$11.71	\$31.53
	Unskilled	\$12.20	\$9.00	\$21.20
<b>Elevator Constructors</b>				
	Skilled	\$42.59	\$30.48	\$73.07
	Semiskilled	\$29.99	\$30.48	\$60.47
	Unskilled	\$23.69	\$28.50	\$52.19
<b>Glaziers</b>				
	Skilled	\$23.14	\$14.45	\$37.59
	Semiskilled	\$17.36	\$14.45	\$31.81
	Unskilled	\$11.57	\$14.45	\$26.02
<b>Hod Carriers</b>				
	Skilled	\$21.03	\$12.48	\$33.51
	Semiskilled	\$19.73	\$12.48	\$32.21
	Unskilled	\$19.03	\$12.48	\$31.51

Classification	Class	Hourly Rate	Fringes	Total
<b>Iron Workers</b>				
	Skilled	\$27.07	\$18.69	\$45.76
	Semiskilled	\$25.72	\$18.69	\$44.41
	Unskilled	\$16.24	\$18.69	\$34.93
<b>Laborers – Building Construction &amp; Landscaping</b>				
	Skilled	\$20.53	\$12.48	\$33.01
	Semiskilled	\$19.23	\$12.48	\$31.71
	Unskilled	\$18.53	\$12.48	\$31.01
<b>Laborers – Bridge, Roadwork, Water Treatment, Demolition &amp; Landscaping</b>				
	Skilled	\$22.82	\$12.41	\$35.23
	Semiskilled	\$22.39	\$12.41	\$34.80
	Unskilled	\$21.82	\$12.41	\$34.23
<b>Mechanical Insulators</b>				
	Skilled	\$31.40	\$15.34	\$46.74
	Semiskilled	\$25.12	\$15.34	\$40.46
	Unskilled	\$18.84	\$15.34	\$34.18
<b>Millwrights</b>				
	Skilled	\$24.02	\$17.71	\$41.73
	Semiskilled	\$19.22	\$17.71	\$36.93
	Unskilled	\$14.42	\$17.71	\$32.13
<b>Operating Engineers – Building Construction</b>				
	Skilled	\$27.75	\$22.80	\$50.55
	Semiskilled	\$24.25	\$22.80	\$47.05
	Unskilled	\$20.70	\$20.80	\$41.50
<b>Operating Engineers – Bridge, Roadwork, Water Treatment &amp; Demolition</b>				
	Skilled	\$28.75	\$21.71	\$50.46
	Semiskilled	\$24.40	\$21.71	\$46.11
	Unskilled	\$20.05	\$19.36	\$39.41
<b>Painters-Brush/Roll</b>				
	Skilled	\$26.32	\$12.18	\$38.50
	Semiskilled	\$19.74	\$10.91	\$30.65
	Unskilled	\$13.16	\$9.64	\$22.80
<b>Painters-Spray/Sandblast</b>				
	Skilled	\$26.82	\$12.18	\$39.00
	Semiskilled	\$20.12	\$10.91	\$31.03
	Unskilled	\$13.41	\$9.64	\$23.05
<b>Paper/Vinyl Hangers</b>				
	Skilled	\$26.32	\$12.18	\$38.50
	Semiskilled	\$19.74	\$10.91	\$30.65
	Unskilled	\$13.16	\$9.64	\$22.80
<b>Pipefitters &amp; Steamfitters</b>				
	Skilled	\$29.86	\$14.91	\$44.77
	Semiskilled	\$20.90	\$14.91	\$35.81
	Unskilled	\$11.94	\$14.91	\$26.85

Classification	Class	Hourly Rate	Fringes	Total
<b>Plasterers</b>				
	Skilled	\$26.81	\$12.43	\$39.24
	Semiskilled	\$21.82	\$12.40	\$34.22
	Unskilled	\$17.96	\$12.28	\$30.24
<b>Plumbers</b>				
	Skilled	\$29.86	\$14.91	\$44.77
	Semiskilled	\$20.90	\$14.91	\$35.81
	Unskilled	\$11.94	\$14.91	\$26.85
<b>Pointer/Caulker/Cleaners</b>				
	Skilled	\$27.61	\$13.14	\$40.75
	Semiskilled	\$20.71	\$13.14	\$33.85
	Unskilled	\$13.81	\$13.14	\$26.95
<b>Roofers</b>				
	Skilled	\$27.61	\$12.64	\$40.25
	Semiskilled	\$22.09	\$12.64	\$34.73
	Unskilled	\$13.81	\$3.54	\$17.35
<b>Sheet Metal Workers</b>				
	Skilled	\$28.74	\$19.54	\$48.28
	Semiskilled	\$18.68	\$18.07	\$36.75
	Unskilled	\$14.37	\$17.48	\$31.85
<b>Sound and Communication Workers</b>				
	Skilled	\$24.65	\$12.73	\$37.38
	Semiskilled	\$18.45	\$11.86	\$30.31
	Unskilled	\$12.30	\$7.72	\$20.02
<b>Sprinkler Fitters</b>				
	Skilled	\$33.37	\$17.48	\$50.85
	Semiskilled	\$21.58	\$17.13	\$38.71
	Unskilled	\$16.85	\$8.66	\$25.51
<b>Teamsters – Building Construction</b>				
Pickup Trucks	Skilled	\$24.16	\$7.50	\$31.66
	Semiskilled	N/A	N/A	-
	Unskilled	N/A	N/A	-
Single Axle	Skilled	\$24.37	\$7.50	\$31.87
	Semiskilled	N/A	N/A	-
	Unskilled	N/A	N/A	-
Tandem Tri Axle/Fuel Tk	Skilled	\$24.45	\$7.50	\$31.95
	Semiskilled	N/A	N/A	-
	Unskilled	N/A	N/A	-
Semi	Skilled	\$25.03	\$7.50	\$32.53
	Semiskilled	N/A	N/A	-
	Unskilled	N/A	N/A	-
<b>Teamsters – Bridge &amp; Roadwork</b>				
Pickup Trucks	Skilled	\$26.31	\$11.66	\$37.97
	Semiskilled	N/A	N/A	-
	Unskilled	N/A	N/A	-
Single Axle	Skilled	\$26.46	\$11.66	\$38.12
	Semiskilled	N/A	N/A	-
	Unskilled	N/A	N/A	-

Classification	Class	Hourly Rate	Fringes	Total
Tandem Axle	Skilled	\$25.66	\$11.66	\$37.32
	Semiskilled	N/A	N/A	-
	Unskilled	N/A	N/A	-
Tri-Axle	Skilled	\$26.76	\$11.66	\$38.42
	Semiskilled	N/A	N/A	-
	Unskilled	N/A	N/A	-
Lowboy	Skilled	\$26.81	\$11.66	\$38.47
	Semiskilled	N/A	N/A	-
	Unskilled	N/A	N/A	-
Semi	Skilled	\$26.71	\$11.66	\$38.37
	Semiskilled	N/A	N/A	-
	Unskilled	N/A	N/A	-
Quad Axle	Skilled	\$26.96	\$11.66	\$38.62
	Semiskilled	N/A	N/A	-
	Unskilled	N/A	N/A	-
Articulating Dump	Skilled	\$26.96	\$11.66	\$38.62
	Semiskilled	N/A	N/A	-
	Unskilled	N/A	N/A	-
Combination Man	Skilled	\$29.10	\$11.66	\$40.76
	Semiskilled	N/A	N/A	-
	Unskilled	N/A	N/A	-
<b>Terrazzo Finisher</b>				
	Skilled	\$28.79	\$10.42	\$39.21
	Semiskilled	\$21.59	\$10.42	\$32.01
	Unskilled	\$14.40	\$10.42	\$24.82
<b>Terrazzo Mechanic</b>				
	Skilled	\$29.41	\$13.18	\$42.59
	Semiskilled	\$22.06	\$13.18	\$35.24
	Unskilled	\$14.71	\$13.18	\$27.89
<b>Tile Finisher</b>				
	Skilled	\$27.79	\$10.42	\$38.21
	Semiskilled	\$20.84	\$10.42	\$31.26
	Unskilled	\$13.90	\$10.42	\$24.32
<b>Tile Mechanic</b>				
	Skilled	\$28.41	\$13.18	\$41.59
	Semiskilled	\$21.31	\$13.18	\$34.49
	Unskilled	\$14.21	\$13.18	\$27.39

**Definitions:**

**Skilled:** An individual who performs work in a classification listed on the scale of wages. It shall be presumed that an employee is a skilled worker in that classification, and entitled to receive compensation at the skilled rate, unless the worker satisfies all of the criteria for being categorized as a semi-skilled or unskilled worker.

**Semi-skilled:** An individual registered in a bona fide apprenticeship program registered with the United States Department of Labor, Employment and Training Administration, Bureau of Apprenticeship and Training. Apprentices are paid pursuant to their individually warranted percentage for the classification of work that they perform as set forth in the apprentice program standards.

**Unskilled:** An individual with less than twelve months of cumulative experience in the construction trades and who is not registered in a bona fide apprenticeship program.

*The above definitions shall not apply to workers in the classification of Laborer.*

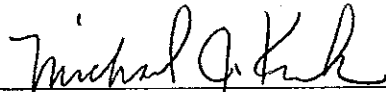
### Apprenticeship Programs:

The Wage Committee determines that the common practice in the county is for contractors to participate in bona fide apprenticeship programs registered with the U.S. Department of Labor, Bureau of Apprenticeship and Training and that the rate of pay for the classifications of labor that participate in such programs is based in part on a percentage of the journeyman's rate (skilled rate herein) depending on the individual's progress in the program.

Workers engaged in such an apprenticeship program will be permitted to work at less than the predetermined rate set out above for the work they perform. Such apprentices must be paid at not less than the rate specified in the registered program for the apprentice's level of progress, expressed as a percentage of the journeymen hourly rate which is the skilled hourly rate in this wage scale.

Any worker who is not registered or otherwise employed in a bona fide apprenticeship program registered with the U.S. Department of Labor, Bureau of Apprenticeship and Training and has twelve or more months of cumulative experience in the construction trades shall be paid at the skilled wage rate on this wage determination for the classification of work actually performed by the worker regardless of how the employer classifies such a worker.

Disputes regarding the appropriate classification of workers and the amounts said workers should be paid may be submitted to the Indiana Department of Labor for investigation.



Indiana State AFL-CIO Representative



Industry Representative Named by Awarding Agency



Taxpayer Named by Awarding Agency

Appointed by Associated Builders and Contractors



Taxpayer Named by County Legislative Body

Dated this 24<sup>th</sup> day of April 2014



***GUIDE TO BUILDING TRADES CLASSIFICATIONS WITH  
DESCRIPTIONS***

**1. ASBESTOS WORKERS/ MECHANICAL INSULATOR**

Applies and removes all insulation materials on all mechanical structures, pipes, boilers, ducts, breechings, etc., application of damming and fireproofing materials for penetration seals.

**2. ASBESTOS ABATEMENT-SKILLED**

Supervisor/Competent person supervises asbestos abatement workers and/or constructs the containment areas.

**3. ASBESTOS ABATEMENT-(MECHANICAL SYSTEMS WHICH REMAIN IN PLACE)**

Cuts and removes asbestos material from mechanical systems, (pipes, boilers, ducts, flues, breeching, etc.); constructs or erects scaffolding; seals off work area with sheets of plastic visqueen or any material; sets up air monitors and negative air machines; sets up clean rooms; wets asbestos with a wetting agent; double bags, seals and marks asbestos debris; removes bags of asbestos debris from the containment area; cleans up the sealed off area; cleans all mechanical systems and scaffolding; disassembles scaffolding; takes down sheets of plastic visqueen and prepares same for disposal.

**4. ASBESTOS ABATEMENT-(NON-MECHANICAL)**

Removes asbestos material from non-mechanical systems, (floors, ceilings, walls, etc.) and mechanical systems I(boilers, ducts, flues, breechings, etc.) which are being scrapped.

**5. BOILERMAKER**

Assembles, erects and repairs boilers and related equipment, attachments and accessories. Includes laying out, cutting, fitting and bolting, welding or riveting heavy metal plates, boiler tubes and castings, and all other work associated with the erection and repair of boilers and related equipment.

**6. BRICKLAYER**

Lays building materials such as brick, structural tile, concrete cinder, glass, gypsum, terra cotta block (except stone) to construct or repair walls, partitions, arches, and other structures. Measures distance from reference points and marks guidelines on working surface to lay out work. Spreads and applies mortar, removes excess mortar, finishes mortar. Breaks bricks to fit spaces too small for whole brick, fastens brick or terra cotta veneer to face of structures with tie wires embedded in mortar between bricks or in anchor holes in veneer brick, and all other work associated with the laying of building materials such as: brick, structural tile, concrete cinder, glass, gypsum and terra cotta block (except stone).

## **7. CARPENTER**

Constructs, erects, installs and repairs structures and fixtures of wood, plywood and wallboard. Studies blueprints, selects specified type of lumber or other materials, prepares layout, marks cutting and assembly lines, shapes materials to prescribed measurements, assembles cut and shaped materials and fastens them together, verifies trueness of structure with plumb bob and carpenter's level, erects framework for structures and lays subflooring, builds stairs, lays out and installs partitions and cabinet work, covers subfloor with building paper to keep out moisture and lays hardwood, parquet and wood strip block floors by nailing to subfloor or cementing to mastic or asphalt base, applies shock-absorbing, sound-deadening and decorative paneling to ceilings and walls, fits and installs prefabricated window frames, doors and doorframes, weather stripping, interior and exterior trim, installs finish hardware such as locks, letterdrops and kick plates, constructs form and wooden chutes for pouring concrete, erects scaffolding and ladders for assembling structures above grounds level, and all other work associated with the construction, erection, installation or repair of structures and fixtures of wood, plywood and wallboard.

## **8. CARPETLAYER**

Lays carpet, rugs and linoleum including measuring, cutting, sewing and trimming carpet to fit along wall edges, openings and projections; installs composition, plastics, venetian blinds; install carpet on walls, ceiling and any composition base tile or linoleum and any other accessory to carpet.

## **9. CEMENT MASON-SKILLED**

All concrete construction, including foremanship of the same, such as buildings, silos, elevators, smoke stacks, curbs, and gutters, sidewalks, and roofs, or mass or reinforces concrete slabs and flat surfaces of cement. The operation and control of all types of vacuum mats used in the drying of cement floors in preparing same for finish, the operation of power driven floats and troweling machines. The finishing or washing of all concrete construction, using any color pigment when mixed with cement, in any other form-mosaic and nail coat whether done by brush, broom, trowel, float, or any other process including operation of machine scoring floors or any other purpose they may use for in connection with Cement Mason's Trade. The rodding, spreading and tamping of all concrete and the spreading and finishing of all top materials, sills, coping, steps, stairs, and risers, running all cement, and plastic material 6" base or less shall be the work of Cement Mason, all preparatory work on concrete construction to be finished or rubbed, patching, brushing, rubbing if done by machine or carborundum stone of all concrete construction, the setting of screeds of lumber, metal or other materials to determine the proper grade of concrete, when used to serve as forms, such as 2 by 4's or other plain pieces of materials, when held in place by stakes and or spreaders shall be done by Cement Masons. Any bulkhead that is one single board in height, and that has no key attached or which is not notched or fitted shall be set and braced or staked by Cement Mason, providing same is used as a screed. The pointing and patching and caulking around all steel and metal window frames that touch concrete. The operation of all gas or electric powered concrete saws when used for cutting a definite line where new concrete must be joined to old concrete. For any decorative purposed. The setting or nailing of all expansion joint materials when used for the purpose of grading concrete when taking place of a screed. The finishing of gypsum material roof. The spreading and finishing of latex materials when used for patching and leveling floors. All dry packing, grouting and finishing in connection with setting all machinery such as engines, pumps, generators, air compressors, tanks, leveling plates, etc., that is set on concrete foundations. All prefabricated and prestressed concrete construction; including the supervision of same, such as sidewalks, steps, floor slabs, beams, joists, walls and columns, also the screeding, finishing, rubbing, grouting, pointing and patching of same. The straight edging and, or finishing of all foundations and walls when poured to a definite grade. When troweling in hardeners of all concrete where chemicals are used. The spreading, screeding, darbying, trowel finishing of all types of magnesium oxychloride cement composition floors shall be the work of the magnetite composition cement mason, including all types of oxychloride granolithic or terrazzo composition floors, hand grinding or machine grinding, the preparation of all sub-floor surfaces, bonding, the preparation and installation of ground or base courses, steps and cove base. The waterproofing of all work included in this classification such as ironite, hydrocide or mastic and any similar products, regardless of the tools used or the method of application,



or color of materials used and regardless of the type of base these materials may be applied to. The placing and bedding of all perforated metal tile in concrete or grout.

#### **10. DRYWALL FINISHER**

Points, tapes, finishes and sands all joints, nail holes, cornerbeads and blemishes on drywall surfaces, regardless of the type of materials or tools used; applies decorative textures to all surfaces.

#### **11. DRYWALL INSTALLER**

Installs plasterboard or other wallboard to ceilings and interior walls of building, installs horizontal and vertical metal studs for attachment of wall board on interior walls, cuts angle iron and channel iron to specified size, suspends angle iron grid and channel iron from ceiling using wire, scribes measurements on wallboard, cuts wallboard to size, cuts out openings for electrical and other outlet, nails wallboard to wall and ceiling supports, trims rough edges from wallboard to maintain even joints, nails prefabricated metal pieces around windows and doors and between dissimilar materials to protect drywall edges, and all other work associated with the installation of plasterboard or other wallboard to ceilings and interior walls.

#### **12. ELECTRICIAN**

Plans layout, installs, repairs, and handles in its entirety, wiring, electrical fixtures, apparatus, and control equipment not covered within the scope of Sound and Communication; measures, cuts, bends, threads, assembles, devise and perform means for

the installation of, and installs all conduit and raceways; pulls wiring through conduit, and on/in any structure so designed to support electrical wiring; installs controls and distribution apparatus such as; switches, relays, panels, programmable computers, receptacles, etc.; connects power cables and branch circuits to equipment, and installs grounding wiring and/or devices; test continuity of circuits to insure electrical compatibility and safety components; observes functioning of installed equipment to detect hazards and/or performs need for adjustments; locates, relocates, replaces, and all other work associated with the installation and repairing of wiring, electrical fixtures, apparatus, and control equipment.

#### **13. ELEVATOR CONSTRUCTOR**

Assembles, handles and installs electric and hydraulic freight and passenger elevators, escalators and dumbwaiters, determining layout and electrical connections from blueprints, pay out location of framework, counterbalance rails, motor pump, cylinder and plunger foundations, drills holes on concrete or structural steel members, secures anchor bolts or welds brackets to support rails and framework, verifies alignment with plumb bob and level, cuts prefabricated sections of framework, rails and other elevator components to specified dimensions, installs cables, counterweights, pumps, motor foundations, escalator drives, guide rails elevator entrances and sills, elevator cars and control panels, connects electrical wiring to control panels and electric motors, installs conduit to all electrical control devices, safety and control devices, positions electric motor and equipment on top of elevator shaft using hoists and cable slings, and all other work associated with the assemble and installation of electric and hydraulic freight and passenger elevators, escalators and dumbwaiters; the performance of any and all repair, maintenance, adjusting, contract service, and/or on-call classification of work.

#### **14. GLAZIER**

Installs glass in windows, skylights, store fronts and display cases, or on surfaces such as building fronts, interior walls, ceilings and tabletops; marks outline or pattern on glass, cuts glass, breaks off excess glass, fastens glass panes into wood sash with glazier's points, spreads and smooths putty around edge of panes with knife to seal joints, installs mirrors or structural glass on building fronts, walls ceilings or tables, bolts metal hinges, handles, locks and other hardware to prefabricated glass doors, set glass doors into frame and fits hinges, may install metal window and door frames into which glass panels are to be fitted, may press plastic adhesive film to glass or spray glass with tinting solution to prevent light glare, may install stained glass

windows, may assemble and install metal framed glass enclosures for showers, and all other work associated with the installation of glass in windows, skylights, store fronts and display cases or on surfaces such as: building fronts, interior walls, ceilings and tabletops.

#### **15. HOD CARRIER**

Mixes and conveys mortar and bricks and tends mason. Builds scaffolds and places planks for masons.

#### **16. IRONWORKER**

Erects, installs, handles, secures, plumbs and aligns girders, columns, trusses and other structural steel members to form complete structures and frameworks, as well as all associated sheeting and decking; installs reinforcing steel for concrete and does all rigging and handling required; erects, installs, secures, plumbs and aligns pre-cast and/or pre-stressed concrete girders, columns, trusses and other structural type members and loads and unloads same; installs and secures chain link fence; does hooking on to, hand hoisting and placing on the foundation, all heavy machinery and all heavy electrical equipment.

#### **17. LABORER-SKILLED**

Working foreman who oversees the duties of all workers classified as laborers; blasting, shooting, scaling, bottom work on installation, sheeting hand trenching for sewer, air, water and conduit lines. Drillers and shooters for explosives, laborer specialists.

#### **18. LABORER-SEMI-SKILLED**

The tending of mason and plasterers, shall consist of preparation of all materials and the handling and conveying by hand of materials to the point of erection or installation; scaffold erection, planking, bolting, lining, leveling, bracing and total dismantling of same. This includes staging, signing and hanging scaffolds. The cutting, burning or otherwise cutting all steel structural beams, pipes, supports and other building components related to demolition; jackhammer, burner, air tools, cement vibrator and grinder, hand work on hazardous waste; work on installation and sheeting. Unloads and distributes fence and pours concrete posts.

#### **19. LABORER-UNSKILLED**

Unless excluded otherwise the tending of Building Construction Crafts shall consist of preparation and handling, of materials to the point of erection or installation and the hand loading, unloading, handling and distribution of materials; hand digging of all ditches for any purpose, the hand excavation of all piers, foundations, holes and trenches, mixing and pouring of concrete and related work; concrete, bituminous concrete or aggregates for walls, footings, foundations, floors and for any other construction; all vibrating, spreading. Flowing, puddling of aggregates by hand; wrecking, stripping, dismantling and handling concret

forms and false work. Handling of creosote lumber, hand held earth compactors, motor driven wheelbarrows and concrete buggies, pump crete assemblers, cement, lime or silica clay handlers, pneumatic spikes screed man or screw operator on asphalt paver and chain saw operator, manhole erectors, hand cutting of streets and surfaces for sewers, air lines, water lines and conduit lines. The laying of pipe and making of all connections and/or joints on gravity sewer and sub-surface to the building line with the exception of traditional plumbing and pipefitting work in Sections 25 and 27. Rakes asphalt; any general labor on building construction not designated to any other classification of work, including but not limited to digging, aterials and work areas; and may assist in tearing down forms that are being scrapped; clears, fills backfills, grades and landscapes by hand all sites; traffic control. Portable temporary head. Rodman.

#### **20. MILLWRIGHT**

Installs machinery and equipment according to layout plans, blueprints and other drawings in industrial establishment, reads blueprints and schematic drawings to determine work procedures. Dismantles machines, moves machinery and equipment, assembles and installs equipment such as shafting, conveyors and tram rails, constructs foundation for machines using hand tools and building materials such as wood, cement and steel.

Aligns machines and equipment, assembles machines and bolts, welds, rivets or otherwise fastens them to foundation or other structures, may operate engine lathe to grind, file and turn machine parts to dimensional specifications, may repair and lubricate machines and equipment.

## **21. OPERATING ENGINEERS**

Operates all power equipment irrespective of motive of power associated with or incidental to construction work of the following nature: building (commercial, industrial, etc.), quarries, mining, underground utilities (gas, oil, water, sewer, etc.), dredging, wrecking, demolition, and hazardous waste operation. Power equipment shall include, but not limited to, all hoisting, excavating, drilling, and portable electric equipment such as: pumps, generators, welders, compressors, boilers. Operating Engineers shall also erect, dismantle, repair and maintain all power equipment.

### **GROUP I**

Air Compressors 600 Cu. Ft. and over, Two Air Compressors, Apsco Paver, Asphalt Plant Engineers or Pug Mill, Back Filler, Backhoe, Barber Green Loader, Boiler Operator, Boom Tractor, Boom or Winch Truck, Boring Machine, Brush Mulcher, Bulldozer, Bilk Cement Plant, CMI or Similar Type Machine, Calbeways, Central Mix Plant Engineer, Chair Cart (Self-Propelled), Cherry Picker, Chip Spreader, Concrete or Asphalt Milling Machine, Concrete Mixers with Skip, Concrete Plant Engineers, Concrete Pump, Concrete Spreader, Curing Machine, Derricks, Ditching Machine 6" and Over, Ditching Machine with Dual Attachment, Draglines, Dredge Engineers, Dredge Operator, Dredging Equipment, Drilling Machine, including Well Testing, Caissons, Shaft or any similar type Drilling Machine, Electric Overhead Cranes, Elevating Machine, Engine or Rock Crusher Plant, Euclid Loader, Farm Tractor with Attachment, Finish Machine, Forklift (except when used for landscaping work), Formless Paver, Freezing Operator, Gradall, Gravel Processing Machine, Head Equipment Greasers, Helicopter Crew (3), Hydra Ax, Hydra Crane, Incinerator Operator, Loaders, Lull (or similar type machine), Marine Scoops, Mechanics, Mesh Placer, Mixer over 14S Capacity, Motor Patrol, Mudcat, One Drum Hoists with Tower or Boom, Pavement Breaker (Self-Propelled), Paver Operator, Paint Machine, Pile Driver (Skid or Crawler), Pipe Bending Machine, Pipe Cleaning Machine, Pipe Wrapping Machine, 4 Post Lift System (Power Lift or similar type), Post Hole Digger (when attached to the equipment), Power Blade, Power Broom (Self-Propelled), Power Cranes, Power Shovel, Power Sub-Grader, Push Tractor, Refrigerating Machine, Repair and Maintenance of All Equipment, Rock Spreader, Rollers on Asphalt, Gravel, Macadam and Brick Surface, Large Roller on Earth, Root Rake, Ross Carrier or Similar Machine, Scoop-Mobiles, Skid Steer (Bobcat or similar type), Soil Cement Machines, Soil Stabilizer (Seaman Tiller, Bo Mag, Rago Gater and similar types), Snooper Truck Operator, Span Saw (and similar types), Standard or Dinkey Locomotives, Stump Remover, Tampers (other than hand operated), Tournadozer, Tournamixer, Tournapull, Tower Machines, Tractor Highlight, Tractor Operating Scoops, Tractors Without Winch, Tree Mover, Trimmer, Truck Crane, Truck or Skid Mounted Tower Crane, Tug Boat Operator, Two Drum Machine, Two Cage Hoist, Wall Point System, Winch or Hydraulic Boom Truck.

### **GROUP II**

Air Compressor under 600 Cu. Ft., Air Tugger, Air Valves or Steam Valves from Plant, Barrell Type Mixer, Bull Float, Concrete Mixers without Skip, Conveyor, Deck Hands, Distributor Operator on Trucks, Ditching Machine under 6", Engine Tenders, Equipment Greaser, Fireman, Flex Plane, Forklift (when used for landscaping work), Form Grader, Form Tamper, Gunite Machine, House Elevators (when used for hoisting material), Micers - 14S Capacity or less, Mud Jack, Oilers, One Drum Machine, One Welding Machine, One Water Pump, Operators to do winter repair work in shop between November 1st and March 1st, Rock Crusher, Siphon and Pulsometer, Rollers on Earth, Snooper Truck Helper, Striping Machine (Motor Driven), Super Sucker (and similar type), Switchman, Track Jack, Truck Crane Drivers - Oilers, Two to Four Generators or Welding Machine, Two to Four Water Pumps, Wagon Drill.

## **22. PAINTER-BRUSH OR ROLL**

Applies coats of paint, varnish, stain, enamel or lacquer to decorate and protect interior or exterior surfaces, trimmings and fixtures of buildings and other structures including sign and pictorial painting, mural and scenic

painting; smooths surfaces using sandpaper, brusher or steel wool and removes old paint from surfaces for painting; fills nail holes, cracks and joints with putty, plaster or other filler; selects premixed paints or mixes requires portions of substance to prepare paint; paints surfaces using brushes, or paint rollers; erects scaffolding or sets up ladders to perform tasks above ground level, takes care of all tools and equipment used by painters; and all other work associated with the application of paint, varnish, stain, enamel or lacquer to buildings and other structures.

### **23. PAINTER-SPRAY/SANDBLAST**

Applies coats of paint, varnish, stain, enamel or lacquer using spray gun, removes old paint from surfaces using blowtorch or sandblaster. Removes said coating or cleans surfaces to receive coatings, using liquid, steam water blast, sandblast or any other power tools necessary.

### **24. PAPERHANGER**

Applies all material of whatever kind or quality to walls or ceilings, with paste or adhesive, and tacks on muslin or other material which is used as wall or ceiling coverings or covered with material pasted on; removes said materials by whatever method necessary (scraping, steaming, etc.).

### **25. PIPEFITTERS & STEAMFITTERS**

Lays out, fabricates, assembles, installs, handles and maintains piping and piping systems, fixtures and equipment for steam, hot water, heating cooling, lubricating, sprinkling and industrial processing systems, cuts pipe, threads pipe, bends pipe, assembles and installs by any means, pipefittings including those made of iron, brass, copper, lead, glass, plastic and fiberglass, joins pipe, secures pipes to structure, installs and maintains refrigeration and air-conditioning systems, test piping system for leaks, may weld holding fixtures to structural steel members, installs piping systems that must withstand pressure and all other work associated with the lay out, fabrication, assembly, installation and maintenance of piping systems. Sets all equipment and reinforcement thereto.

### **26. PLASTERER-SKILLED**

All interior or exterior plastering cement, stucco, stone imitation, dryvit, sto, R-wall, Sure-Wall and other Outsulation materials, and all similar materials pertaining to the plastering industry or any paten material when cast, the setting of same, and also corner heads when stuck. This includes the plastering and finishing with hot composition material in vats, compartments or wherever applied; also taping and pointing of all joints, nail holes and bruises on wallboard, regardless of the type of materials or tools used; also the setting in place of plasterboards, ground blocks, patent dots, cork plates, styrofoam, brownstone, and acoustical tile including temporary nailing, cutting and fitting in connection with the sticking of same. All acoustic blocks when stuck with any plastic materials, regardless of thickness. The sticking, nailing and screwing of all composition caps and ornaments. The preparing, scratching and browning of all ceilings and walls when finished with terrazzo, or tile. All mouldings run in place and all staff work, the making of templets and hersing of moulds in and on buildings.

### **27. PLUMBER**

Assembles, installs, handles and repairs pipes, fittings and fixtures of heating, water and drainage systems according to specifications and plumbing codes, studies building plans and working drawings to determine work aids required and sequence of installations, inspects structure to ascertain obstructions to be avoided to prevent weakening of the structure resulting from installation of pipe, locates and marks position of pipe and pipe connections and passage holes for pipes in walls and floors, cuts and threads pipe, bends pipe to required angel, assembles and installs valves, pipe fittings and pipes, joins pipes, fills pipe system with water or air and reads pressure gages to determine whether system is leaking, installs and repairs plumbing fixtures, repairs and maintains plumbing, may weld holding fixtures to steel structural members. Lays pipe and make joints and connectors on water, air, sewers and other piping within the building line.

## **28. POINTER/CLEANER/CAULKER**

Sprays materials such as water, sand, steam, vinyl, paint or stucco through hose to clean, coat or seal surfaces, applies caulking compounds to seal crevices, grinds, sands or polishes surfaces such as: concrete, marble, terrazzo or wood flooring using abrasive tools or machines and all other work associated with the cleaning, sealing and caulking of surfaces.

## **29. ROOFERS**

Covers roofs with roofing materials, handles materials, cuts roofing paper to size and nails or staples it to roof in overlapping strips to form base for roofing materials, aligns roofing material with edge of roof and overlaps successive layers, fastens composition shingles or sheets to roof with asphalt, cement or nails, punches holes in slate, tile, terra cotta or wooden shingles, cuts strips of flashing and fits them into angles formed by walls, vents and intersecting roof surfaces, when applying asphalt or tar and gravel to roof, mops or pours hot asphalt or tar onto roof base, applies alternate layers of hot asphalt or tar and roofing paper until roof covering is as specified, applies gravel or pebbles over top layer using rake or stiff bristled broom, applies waterproofing. Does all tear off of roofing systems. Applies all single ply systems pertaining to roofing and waterproofing. Applies all ballast when used in roofing for protection of same.

## **30. SHEET METAL WORKER**

The Sheet Metal Worker is engaged, but not limited to, the (a) manufacture, fabrication, assembling, handling, erection, installation, dismantling, conditioning, adjustment, alteration, repairing and servicing of all ferrous or nonferrous metal work and all other materials used in lieu thereof and of all air-veyor systems and air handling systems regardless of material used including the setting of all equipment and all reinforcements in connection therewith; (b) all lagging over insulation and all duct lining; (c) testing and balancing of all air-handling equipment and duct work, including all work pertaining to energy audits and management; (d) the preparation of all shop and field sketches used in fabrication and erection, including those taken from original architectural and engineering drawings or sketches. Also included is handling, installation, application, adjusting, alteration and repair of all types of sheets of tiles, flat, formed, corrugated or otherwise formed or reinforced of plain or protected metal specified for use in connection with or incidental to roofing, decking, flooring, siding, waterproofing for base and support of other materials or for ornamental or other purposed; handling, installation, application, adjusting, alteration and repair of sheet metal specified for use in connection with or incidental to roofs, steeples, domes, formers, ridges, copings, roofing, decking, gutters, roof flanges, flashings, gravel steps, down spouts, skylights and all other shapes, form and design of sheet metal; construction or repair of buildings fabricated with sheet metal and all types of building components (door enclosures, window frames, sills, partitions, etc.) made of sheet metal; installation, application, adjusting, alteration and repair, specified for use in connection with or incidental to direct, indirect of heating, ventilating, air conditioning and cooling systems, including risers, stacks, ducts, fittings, retrofittings, dampers, casings, recess boxes, outlets, radiator enclosures, exhausts, ventilators, frames, grilles, registers, cabinets, fans and motors, air washers, filters, air brushes, housing, air conditioning chambers, all setting and hanging of air conditioning units, unit heaters or air-veyor systems and air handling and air treating systems; handling, installation, application, adjusting, alteration and repair of all types of sheet metal furniture and equipment, lockers, shelving, library and storage stacks, bins, sinks, drainboards and sheet metal kitchen equipment.

## **31. SOUND AND COMMUNICATION**

Performs installation, operation, inspection, maintenance, repair, handling and service of radio, television, recording, voice sound and vision production and reproduction apparatus, equipment and appliances used for domestic, commercial, education, entertainment and private telephone systems and micro processor controlled fire alarm systems.

## **32. SPRINKLER FITTER**

Installs, dismantles, maintains, handles, repairs, makes adjustments and corrections of all fire protection and fire control systems including the unloading, handling by hand, installation of all piping or tubing,

appurtenances and equipment pertaining thereto, including both overhead and underground fire mains, fire hydrants and hydrant mains, standpipes and hose connections to sprinkler systems, sprinkler tank heaters, air lines and thermal systems used in connection with sprinkler and alarm systems, also all tanks and pumps connected thereto, also included shall be CO-2 and Cardox Systems, Dry Chemical Systems, Foam Systems, and all other fire protection systems, but excluding steam fire protection systems.

### **33. STONE MASON**

Sets stone structures such as piers, walls, abutments or lays walks, curbstones or special types of masonry, shapes stone preparatory to setting, spread mortar over stone and foundation with trowel and sets stone in place by hand or with aid of crane, aligns stone with plumbline and finishes joints between stone with pointing trowel and all other work associated with the setting of stone.

### **34. TEAMSTER**

Drives truck to transport materials in liquid or packaged form to and from specified destinations. May load and unload truck, inspect truck equipment and supplies and may perform emergency roadside repairs and performs all other work associated with the transporting of materials.

### **35. TECHNICAL ENGINEER**

Layout Man - Lays out exterior of building, interior walls and any other lines or elevations of structure.  
Instrument - Performs any instrument work concerning the layout of buildings.

### **36. TERRAZZO, TILE AND MARBLE SETTER-SKILLED**

Applies cement, sand, pigment and marble chips to floors and walls of buildings. Also applies tile, and sets marble slabs and repairs and polishes slabs previously set in buildings.

### **37. TERRAZZO, TILE AND MARBLE SETTER-UNSKILLED**

Tends terrazzo, tile and marble setter, according to level of skill.

### **38. TRUCK DRIVER MECHANIC**

Repairs and overhauls trucks and other automotive vehicles. Rebuilds parts, rewires ignition system, lights and instrument panels, relines and adjust brakes, aligns front end, repairs and replaces shock absorbers, solder leaks in radiator, replaces and adjust headlights, installs and repairs accessories and all other work associated with the repair of trucks and other automotive vehicles.

2014 0250

## COMMON CONSTRUCTION WAGE SCALE

Date: April 24, 2014

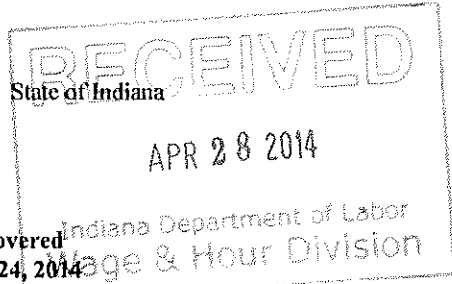
City: GOSHENCounty: ELKHART

State of Indiana

Project Description and Scope:

City of Goshen

1. Wage determination for projects awarded by the City of Goshen covered by the Indiana Common Construction Wage Act on or after April 24, 2014 for a period of not longer than 3 months, that date being July 23, 2014.

**Governing Definitions**

The undersigned common construction wage committee has determined that for the above-cited project the following definitions of classifications shall be used when applying this wage scale to said project (Mark One):

- ( X ) The Indiana Department of Labor's *Guide to Building Trades Classifications with Descriptions*;  
 ( ) The United States Department of Labor's *Dictionary of Occupational Titles*; or  
 ( ) Other attached document.

A copy of the above marked document is attached to this document and labeled "Attachment A".

**Wage Rates**

The wage rates under the column "Total" as set forth by the committee are the minimum wage rates to be paid and shall not prevent a contractor from paying a higher wage rate.

We the undersigned common construction wage committee, appointed pursuant to Indiana Code 5-16-7 et seq., do hereby fix and determine the following common construction wage scale to apply on the above referenced projects.

Classification	Class	Hourly Rate	Fringes	Total
<b>Asbestos Abatement</b>	Skilled	\$21.50	\$12.95	\$34.45
	Semiskilled	\$21.50	\$12.95	\$34.45
	Unskilled	\$14.25	\$2.70	\$16.95
<b>Asbestos Workers</b>	Skilled	\$31.40	\$15.34	\$46.74
	Semiskilled	\$25.12	\$15.34	\$40.46
	Unskilled	\$18.84	\$15.34	\$34.18
<b>Boilermakers</b>	Skilled	\$32.94	\$24.81	\$57.75
	Semiskilled	\$26.35	\$24.81	\$51.16
	Unskilled	\$19.76	\$24.81	\$44.57
<b>Bricklayers/Stone &amp; Marble Masons</b>	Skilled	\$27.61	\$13.14	\$40.75
	Semiskilled	\$20.71	\$13.14	\$33.85
	Unskilled	\$13.81	\$13.14	\$26.95
<b>Carpenters – Building Construction</b>	Skilled	\$25.92	\$15.82	\$41.74
	Semiskilled	\$19.44	\$11.51	\$30.95
	Unskilled	\$14.26	\$11.36	\$25.62

Classification	Class	Hourly Rate	Fringes	Total
✓ <b>Carpenters – Bridge, Roadwork &amp; Water Treatment</b>				
	Skilled	\$25.09	\$15.49	\$40.58
	Semiskilled	\$21.27	\$11.34	\$32.61
	Unskilled	\$13.76	\$11.18	\$24.94
<b>Carpet Layers/Floor Coverers</b>				
	Skilled	\$25.92	\$15.82	\$41.74
	Semiskilled	\$19.44	\$11.51	\$30.95
	Unskilled	\$14.26	\$11.36	\$25.62
<b>Cement Masons – Building Construction</b>				
	Skilled	\$25.64	\$12.28	\$37.92
	Semiskilled	\$20.51	\$12.03	\$32.54
	Unskilled	\$17.94	\$12.03	\$29.97
<b>Cement Masons – Bridge &amp; Roadwork</b>				
	Skilled	\$29.92	\$11.55	\$41.47
	Semiskilled	\$26.92	\$11.55	\$38.47
	Unskilled	\$17.65	\$11.55	\$29.20
<b>Drywall Finishers</b>				
	Skilled	\$26.32	\$12.18	\$38.50
	Semiskilled	\$19.74	\$10.91	\$30.65
	Unskilled	\$13.16	\$9.64	\$22.80
<b>Drywall Installers</b>				
	Skilled	\$25.92	\$15.82	\$41.74
	Semiskilled	\$19.44	\$11.51	\$30.95
	Unskilled	\$14.26	\$11.36	\$25.62
<b>Dynamite Men</b>				
	Skilled	\$21.53	\$12.48	\$34.01
	Semiskilled	N/A	N/A	-
	Unskilled	N/A	N/A	-
<b>Electricians</b>				
	Skilled	\$30.49	\$18.73	\$49.22
	Semiskilled	\$19.82	\$11.71	\$31.53
	Unskilled	\$12.20	\$9.00	\$21.20
<b>Elevator Constructors</b>				
	Skilled	\$42.59	\$30.48	\$73.07
	Semiskilled	\$29.99	\$30.48	\$60.47
	Unskilled	\$23.69	\$28.50	\$52.19
<b>Glaziers</b>				
	Skilled	\$23.14	\$14.45	\$37.59
	Semiskilled	\$17.36	\$14.45	\$31.81
	Unskilled	\$11.57	\$14.45	\$26.02
<b>Hod Carriers</b>				
	Skilled	\$21.03	\$12.48	\$33.51
	Semiskilled	\$19.73	\$12.48	\$32.21
	Unskilled	\$19.03	\$12.48	\$31.51



Classification	Class	Hourly Rate	Fringes	Total
<b>Iron Workers</b>				
	Skilled	\$27.07	\$18.69	\$45.76
	Semiskilled	\$25.72	\$18.69	\$44.41
	Unskilled	\$16.24	\$18.69	\$34.93
✓ <b>Laborers – Building Construction &amp; Landscaping</b>	Skilled	\$20.53	\$12.48	\$33.01
	Semiskilled	\$19.23	\$12.48	\$31.71
	Unskilled	\$18.53	\$12.48	\$31.01
✓ <b>Laborers – Bridge, Roadwork, Water Treatment, Demolition &amp; Landscaping</b>	Skilled	\$22.82	\$12.41	\$35.23
	Semiskilled	\$22.39	\$12.41	\$34.80
	Unskilled	\$21.82	\$12.41	\$34.23
<b>Mechanical Insulators</b>				
	Skilled	\$31.40	\$15.34	\$46.74
	Semiskilled	\$25.12	\$15.34	\$40.46
	Unskilled	\$18.84	\$15.34	\$34.18
<b>Millwrights</b>				
	Skilled	\$24.02	\$17.71	\$41.73
	Semiskilled	\$19.22	\$17.71	\$36.93
	Unskilled	\$14.42	\$17.71	\$32.13
<b>Operating Engineers – Building Construction</b>				
	Skilled	\$27.75	\$22.80	\$50.55
	Semiskilled	\$24.25	\$22.80	\$47.05
	Unskilled	\$20.70	\$20.80	\$41.50
✓ <b>Operating Engineers – Bridge, Roadwork, Water Treatment &amp; Demolition</b>	Skilled	\$28.75	\$21.71	\$50.46
	Semiskilled	\$24.40	\$21.71	\$46.11
	Unskilled	\$20.05	\$19.36	\$39.41
<b>Painters-Brush/Roll</b>				
	Skilled	\$26.32	\$12.18	\$38.50
	Semiskilled	\$19.74	\$10.91	\$30.65
	Unskilled	\$13.16	\$9.64	\$22.80
<b>Painters-Spray/Sandblast</b>				
	Skilled	\$26.82	\$12.18	\$39.00
	Semiskilled	\$20.12	\$10.91	\$31.03
	Unskilled	\$13.41	\$9.64	\$23.05
<b>Paper/Vinyl Hangers</b>				
	Skilled	\$26.32	\$12.18	\$38.50
	Semiskilled	\$19.74	\$10.91	\$30.65
	Unskilled	\$13.16	\$9.64	\$22.80
<b>Pipefitters &amp; Steamfitters</b>				
	Skilled	\$29.86	\$14.91	\$44.77
	Semiskilled	\$20.90	\$14.91	\$35.81
	Unskilled	\$11.94	\$14.91	\$26.85

Classification	Class	Hourly Rate	Fringes	Total
<b>Plasterers</b>				
	Skilled	\$26.81	\$12.43	\$39.24
	Semiskilled	\$21.82	\$12.40	\$34.22
	Unskilled	\$17.96	\$12.28	\$30.24
<b>Plumbers</b>				
	Skilled	\$29.86	\$14.91	\$44.77
	Semiskilled	\$20.90	\$14.91	\$35.81
	Unskilled	\$11.94	\$14.91	\$26.85
<b>Pointer/Caulker/Cleaners</b>				
	Skilled	\$27.61	\$13.14	\$40.75
	Semiskilled	\$20.71	\$13.14	\$33.85
	Unskilled	\$13.81	\$13.14	\$26.95
<b>Roofers</b>				
	Skilled	\$27.61	\$12.64	\$40.25
	Semiskilled	\$22.09	\$12.64	\$34.73
	Unskilled	\$13.81	\$3.54	\$17.35
<b>Sheet Metal Workers</b>				
	Skilled	\$28.74	\$19.54	\$48.28
	Semiskilled	\$18.68	\$18.07	\$36.75
	Unskilled	\$14.37	\$17.48	\$31.85
<b>Sound and Communication Workers</b>				
	Skilled	\$24.65	\$12.73	\$37.38
	Semiskilled	\$18.45	\$11.86	\$30.31
	Unskilled	\$12.30	\$7.72	\$20.02
<b>Sprinkler Fitters</b>				
	Skilled	\$33.37	\$17.48	\$50.85
	Semiskilled	\$21.58	\$17.13	\$38.71
	Unskilled	\$16.85	\$8.66	\$25.51
<b>Teamsters – Building Construction</b>				
Pickup Trucks	Skilled	\$24.16	\$7.50	\$31.66
	Semiskilled	N/A	N/A	-
	Unskilled	N/A	N/A	-
Single Axle	Skilled	\$24.37	\$7.50	\$31.87
	Semiskilled	N/A	N/A	-
	Unskilled	N/A	N/A	-
Tandem Tri Axle/Fuel Tk	Skilled	\$24.45	\$7.50	\$31.95
	Semiskilled	N/A	N/A	-
	Unskilled	N/A	N/A	-
Semi	Skilled	\$25.03	\$7.50	\$32.53
	Semiskilled	N/A	N/A	-
	Unskilled	N/A	N/A	-
<b>Teamsters – Bridge &amp; Roadwork</b>				
Pickup Trucks	Skilled	\$26.31	\$11.66	\$37.97
	Semiskilled	N/A	N/A	-
	Unskilled	N/A	N/A	-
Single Axle	Skilled	\$26.46	\$11.66	\$38.12
	Semiskilled	N/A	N/A	-
	Unskilled	N/A	N/A	-

Classification	Class	Hourly Rate	Fringes	Total
Tandem Axle	Skilled	\$25.66	\$11.66	\$37.32
	Semiskilled	N/A	N/A	-
	Unskilled	N/A	N/A	-
Tri Axle	Skilled	\$26.76	\$11.66	\$38.42
	Semiskilled	N/A	N/A	-
	Unskilled	N/A	N/A	-
Lowboy	Skilled	\$26.81	\$11.66	\$38.47
	Semiskilled	N/A	N/A	-
	Unskilled	N/A	N/A	-
Semi	Skilled	\$26.71	\$11.66	\$38.37
	Semiskilled	N/A	N/A	-
	Unskilled	N/A	N/A	-
Quad Axle	Skilled	\$26.96	\$11.66	\$38.62
	Semiskilled	N/A	N/A	-
	Unskilled	N/A	N/A	-
Articulating Dump	Skilled	\$26.96	\$11.66	\$38.62
	Semiskilled	N/A	N/A	-
	Unskilled	N/A	N/A	-
Combination Man	Skilled	\$29.10	\$11.66	\$40.76
	Semiskilled	N/A	N/A	-
	Unskilled	N/A	N/A	-
<b>Terrazzo Finisher</b>				
	Skilled	\$28.79	\$10.42	\$39.21
	Semiskilled	\$21.59	\$10.42	\$32.01
	Unskilled	\$14.40	\$10.42	\$24.82
<b>Terrazzo Mechanic</b>				
	Skilled	\$29.41	\$13.18	\$42.59
	Semiskilled	\$22.06	\$13.18	\$35.24
	Unskilled	\$14.71	\$13.18	\$27.89
<b>Tile Finisher</b>				
	Skilled	\$27.79	\$10.42	\$38.21
	Semiskilled	\$20.84	\$10.42	\$31.26
	Unskilled	\$13.90	\$10.42	\$24.32
<b>Tile Mechanic</b>				
	Skilled	\$28.41	\$13.18	\$41.59
	Semiskilled	\$21.31	\$13.18	\$34.49
	Unskilled	\$14.21	\$13.18	\$27.39

**Definitions:**

**Skilled:** An individual who performs work in a classification listed on the scale of wages. It shall be presumed that an employee is a skilled worker in that classification, and entitled to receive compensation at the skilled rate, unless the worker satisfies all of the criteria for being categorized as a semi-skilled or unskilled worker.

**Semi-skilled:** An individual registered in a bona fide apprenticeship program registered with the United States Department of Labor, Employment and Training Administration, Bureau of Apprenticeship and Training. Apprentices are paid pursuant to their individually warranted percentage for the classification of work that they perform as set forth in the apprentice program standards.

**Unskilled:** An individual with less than twelve months of cumulative experience in the construction trades and who is not registered in a bona fide apprenticeship program.

*The above definitions shall not apply to workers in the classification of Laborer.*

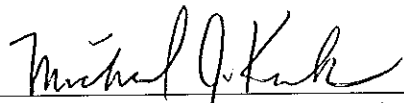
### Apprenticeship Programs:

The Wage Committee determines that the common practice in the county is for contractors to participate in bona fide apprenticeship programs registered with the U.S. Department of Labor, Bureau of Apprenticeship and Training and that the rate of pay for the classifications of labor that participate in such programs is based in part on a percentage of the journeyman's rate (skilled rate herein) depending on the individual's progress in the program.

Workers engaged in such an apprenticeship program will be permitted to work at less than the predetermined rate set out above for the work they perform. Such apprentices must be paid at not less than the rate specified in the registered program for the apprentice's level of progress, expressed as a percentage of the journeymen hourly rate which is the skilled hourly rate in this wage scale.

Any worker who is not registered or otherwise employed in a bona fide apprenticeship program registered with the U.S. Department of Labor, Bureau of Apprenticeship and Training and has twelve or more months of cumulative experience in the construction trades shall be paid at the skilled wage rate on this wage determination for the classification of work actually performed by the worker regardless of how the employer classifies such a worker.

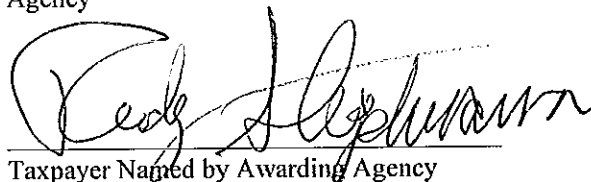
Disputes regarding the appropriate classification of workers and the amounts said workers should be paid may be submitted to the Indiana Department of Labor for investigation.



Indiana State AFL-CIO Representative

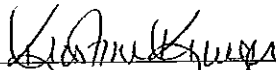


Industry Representative Named by Awarding Agency



Taxpayer Named by Awarding Agency

Appointed by Associated Builders and Contractors



Taxpayer Named by County Legislative Body

Dated this 24<sup>th</sup> day of April 2014